

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

LINDA STEVENS,

Charging Party,

-v-

BOYD ANDREW COMMUNITY
SERVICES,

Respondent.

Case #0091013548

ORDER

Linda Stevens (Stevens) filed a complaint with the Department of Labor and Industry (Department) alleging that Boyd Andrew Community Services discriminated against her based on age and disability when she was denied training and terminated.

Following an informal investigation, the Department determined that a preponderance of the evidence did not support Steven's allegations of unlawful discrimination. The Department issued a Notice of Dismissal. Stevens filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on September 23, 2009.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district where the alleged violation occurred, for the appropriate relief. *Section 49-2-511(3)(a), MCA*. If a charging party fails to commence a civil action within 90 days, their claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Section 49-2-511(3)(b), MCA; Mont. Code Ann. § 2-4-702.* This review must be requested within 30 days after the date this order is issued.

IT IS HEREBY ORDERED, that Linda Stevens' objections are **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Boyd Andrew Community Services.

DATED this 5th Day of October 2009.

Chair Ryan C. Rusche
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this 5th Day of October 2009

LINDA STEVENS
PO BOX 684
BOULDER MT 59632

BOYD ANDREW COMMUNITY SERVICES
HUMAN RESOURCE DIRECTOR
PO BOX 1153
HELENA MT 59601

AMY CHRISTENSEN
HUGHES KELLNER SULLIVAN AND ALKE
PO BOX 1166
HELENA MT 59624

Montana Human Rights Bureau